Prevention of and Response to Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important goals.

Bullying based on actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, the status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of those above real or perceived characteristics, or any other distinguishing characteristic **is prohibited** in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. transmitting information from a school computer, network, or similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a non-school-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by Logos if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any non-school-related activity, function, or program.

Definitions from 105 ILCS 5/27-23.7

Bullying includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following bullying may take various forms, including without limitation one or more of the following: harassment threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.:

1. Placing the student or students in reasonable fear of harm to the student's or student's person or property.
2. Causing a substantially detrimental effect on the student's or student's physical or mental health.
3. Substantially interfering with the student's or student's academic performance; or

4. Substantially interfering with the student's or student's ability to participate in or benefit from a school's services, activities, or privileges.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of communication to more than one person or the posting of material on an electronic medium that one or more persons may access if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures mean a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that are adapted to the particular needs of the school and community, contribute to maintaining school safety, protect the integrity of a positive and productive learning climate, teach students the personal and interpersonal skills they will need to be successful in school and society, serve to build and restore relationships among students, families, schools, and communities, and reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs to keep students in school.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school Logos administrators, teachers, school Therapists, school social workers, school nurses, cafeteria workers, custodians, bus drivers, and school resource officers.

Bullying Prevention and Response Plan

The Head of School or designee shall develop and maintain a bullying prevention and response plan that advances Logos' goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below.

The Logos School defines *bullying* as provided in this policy.

1. Bullying is contrary to State law and the policy of this District. However, nothing in the Logos bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or Section 3 of Article I of the Illinois Constitution.

2. Students are encouraged to report bullying immediately. A report may be made orally or in writing to the Nondiscrimination Coordinator, Head of School, Associate Head of School, or any staff member you are comfortable speaking to regarding your situation. Anyone with information about actual or threatened bullying, including staff members and parents/guardians, is encouraged to report it to the district-named officials or any staff member. The district-named officials and all staff members are available to help with a bully or to make a bullying report. Anonymous statements are also accepted.

Nondiscrimination Coordinator:

Nicholas Wren
Name
9137 Old Bonhomme Road St Louis MO 63132
Address
Nwren@logosschool.org
Email
314-997-7002
Telephone

Complaint Managers:

Dr. Kathy Fenger	Dr. Debra Bell
Name	Name
9137 Old Bonhomme Road St Louis MO 63132	9137 Old Bonhomme Road St Louis MO 63132
Address	Address
kfenger@logosschool.org	dbell@logosschool.org
Email	Email
314-997-7002	314-997-7002
Telephone	Telephone

3. Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform the parent(s)/guardian(s) of every student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and therapeutic measures.

4. The Head of School, Non-discrimination coordinator, or designee shall promptly investigate and address reports of bullying by, among other things:

   a. Making all reasonable efforts to complete the investigation within ten school days after reporting a bullying incident and considering additional relevant information received in the inquiry about the reported bullying incident.

   b. Involving appropriate school support personnel and other staff with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.

   c. Notify the building principal, school administrator, or designee of the reported bullying incident as soon as possible after receiving the report.

d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or their designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The Head of School or designee shall investigate whether a reported bullying incident is within the permissible scope of Logos' jurisdiction and shall require that Logos provide the victim with information regarding services available within the Logos and community, such as counseling, support services, and other programs.

5. The Head of School or designee shall use interventions to address bullying that may include, but are not limited to, school social work services, therapeutic measures, social-emotional skill building, counseling, school psychological services, and community-based services.

6. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. A student's reprisal or retaliation will be treated as bullying to determine consequences or other appropriate remedial actions.

7. A student will not be punished for reporting bullying or supplying information, even if the investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing inaccurate information will be treated as bullying to determine any consequences or other appropriate remedial actions.

8. The District's bullying prevention and response plan must be based on the engagement of school stakeholders, including students and parents/guardians.

9. The Head of School or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired). It must also be provided periodically throughout the school year to students and faculty.

10. The Head of School or designee shall assist the Board with evaluating and assessing this policy's outcomes and effectiveness. This process shall include, without limitation:

    a. The frequency of victimization.

    b. Student, staff, and family observations of safety at a school.

    c. Identification of areas of a school where bullying occurs.

    d. The types of bullying utilized; and

    e. Bystander intervention or participation.

    The evaluation process may use the district's relevant data and information for other purposes.

Available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

11. The Head of School or designee shall fully implement the Board policies, including, without limitation, the following:

    a. *Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972.

    b. *Curriculum Content*. Bullying prevention and character instruction are provided in all grades by State law.

    c. *Student Social and Emotional Development*. Student social and emotional development is incorporated into the Logos educational program as State law requires.

    d. *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to (1) support of education and research or (2) legitimate business use.

    e. *Harassment of Students Prohibited*. This policy prohibits *anyone* from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic.

    f. *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school-sponsored activities, and in vehicles used for school-provided transportation.

    g. *Student Behavior*. This policy prohibits and provides consequences for hazing, bullying, aggressive behaviors, or urging other students to engage in such conduct.

    h. *Restrictions on Publications; Elementary Schools,* and 7:315, *Restrictions on Publications; High Schools*. These policies prohibit students from and provide consequences for (1) accessing and distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and distributing written, printed, or electronic material, including photographic material and blogs, that causes a substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.: 405 ILCS 49/, Children's Mental Health Act.

105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.

23 Ill.Admin.Code. Code. Code. Code. Code. Code §1.240 and §1.280.

CROSS REF.: Logos Student Handbook and Policies

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